

20 APR 1983

83-1114

MEMORANDUM FOR: Director of Security

VIA: Equal Employment Opportunity Officer for OL
Chief, Security Staff, OL

FROM: Daniel C. King
Director of Logistics

SUBJECT: Feasibility of Polygraphing Applicants Prior to
Doing Background Investigation

FILE 10-7

1. The Office of Logistics (OL) desires to expand its minority hires and to initiate the recruitment of recent high school graduates to work in various wage-grade occupations. Positions are available in locations such as the Central Depot, Motor Pool, and Printing and Photography Building to satisfy OL's unique need for carpenters, warehousemen, drivers and various other support personnel.

2. It is anticipated that these applicants will be utilized in the same manner as typical Agency summer employees, being granted no access to terminals or any classified materials until their final investigation and hire is completed. The typical locations and personnel these prospective hires would be associated with would not be in a cover situation.

3. OL feels that a polygraph examination prior to the background investigation will be cost effective due to the restrictions placed by many localities in accessing juvenile criminal records which are often sealed by the courts at the age of 18 years. Since the younger applicant age and local area of recruitment (Washington, D.C.) are the difficult but necessary problems we face in meeting our EEO goals, an initial polygraph screening would eliminate unsuitable applicants prior to investing the considerable time and dollars involved in the background check.

4. For the trial period of this recruitment effort, OL contemplates that no more than five people would be hired. Recruiters will speak to only highly recommended and preselected groups of students at local vocational high schools to clearly stress the requirements and to discourage criminals and drug-related users from applying. The Agency polygraph procedure will also be stressed in an attempt to eliminate potential failures who would be ineligible for this intern-type program.

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5. Your approval and comments for this approach to expanding
OL's Equal Employment Opportunities program would be greatly
appreciated.

/s/ Daniel C. King

Daniel C. King

cc: DDA
DDA/EEO

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